

## S. S. Rana & Co.

International Working Women's Day, more popularly known as International Women's Day, is celebrated every year on the 8th of March. The day commemorates the movement of women's rights around the globe and this year, the United Nations' theme for International Women's Day was "Women in the Changing World of Work: Planet 50-50 by 2030". An independent campaign was also started which organized events around the world with the #BeBoldForChange hashtag.

We at S. S. Rana & Co. also celebrated this day with much enthusiasm. All vibrant and energetic women employees of the firm arrived in traditional Indian wear. The celebration began with a training on women empowerment and continued with a short talk on different ways to achieve a work-life balance and finally, concluded by a quiz competition on the various achievements of successful women around the world. In addition to the above, each women employee was given a personalized message from a male employee appreciating the spirit of womanhood.

Interestingly, 8 out of a total of 14 Head of Departments (HODs) in our firm and more than 40% of the entire staff are women. Our firm is committed to providing equal opportunity and promote gender equality and therefore encourage female practitioners and paralegals to foray into mainstream law and legal services. Some of the women friendly initiatives and policies at our firm to help women employees manage their careers and family responsibilities adjacently are as follows:

- **No. of Women Employees:** We take pride in stating that at present, more than 55% of the lawyers at S.S. Rana & Co. are women. Women also make up more than 40 % of the total Employees.
- **Flexible work schedules:** Depending on the requirement of the employee, the facility of flexible work timings has been extended to several women employees for reasons including health issues, family commitments, after maternity leave for child care, etc.
- **Awareness and Training Programmes:** The Firm periodically conducts workshops/trainings for the awareness of all its employees. Instances include a workshop on "Financial planning, tax saving and financial security" by Financial Counselor of repute and a Workshop on "Female Healthcare" by a Doctor from the reputed Sita Ram Bhartia hospital.
- **Sporting Activities:** The Firm has a women's football team and regularly participates in various corporate football competitions. Inspired by our sporting successes on the field and as a part of our belief and dedication towards society, the Firm also supported the Indian National under-21 Women's Hockey Team, which had participated in the four nation Lal Bahadur Shastri Hockey Tournament held in New Delhi in November 2011. New Zealand, Australia, and Germany were the other teams that had participated in the tournament.
- **Maternity Leave:** The facility of maternity leave is extended to the employees as

a matter of right in our organization. Maternity Leave as per Government rules are given which can be extended for proper care of the child and mother.

- **Corporate Moms:** We acknowledge and appreciate working mothers and have awarded them with the title of “Corporate Moms”.
- **Prevention of Harassment and Anti-Discrimination Policy:** The firm also has an Anti- Sexual Harassment Committee in place, headed directly by Mrs. Bindra Rana, Founding Partner. Regular meetings are held by the committee wherein policies are discussed and implemented for providing a safe working environment to our women employees. All the issues are taken up by the committee very tactfully and effectively, maintaining confidentiality at all levels.